

# 15,000: The Tale of Indiana's Anonymous & Available Workforce

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Wellness Council of Indiana  
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Setting a baseline

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## In 2017

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**40,000+ INDIVIDUALS ENROLLED  
IN TREATMENT**



**\$4.3 BILLION – ECONOMIC  
IMPACT**



**1700 HOOSIERS DIED FROM  
DRUG OVERDOSE**



**1 IN 8 ADULTS STRUGGLED WITH  
BOTH ALCOHOL AND DRUG USE  
DISORDERS SIMULTEOUSLY**

SOURCES: Indiana Department of Mental Health and Addictions, Richard M. Fairbanks  
Foundation, National Survey on Drug Use and Health 2017

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## Goals & Objectives



Examine the data surrounding  
Indiana's population in recovery  
from substance use disorder.



Learn how to engage and hire  
job-seekers in early recovery



Examine best practice models for  
retaining talent post-treatment

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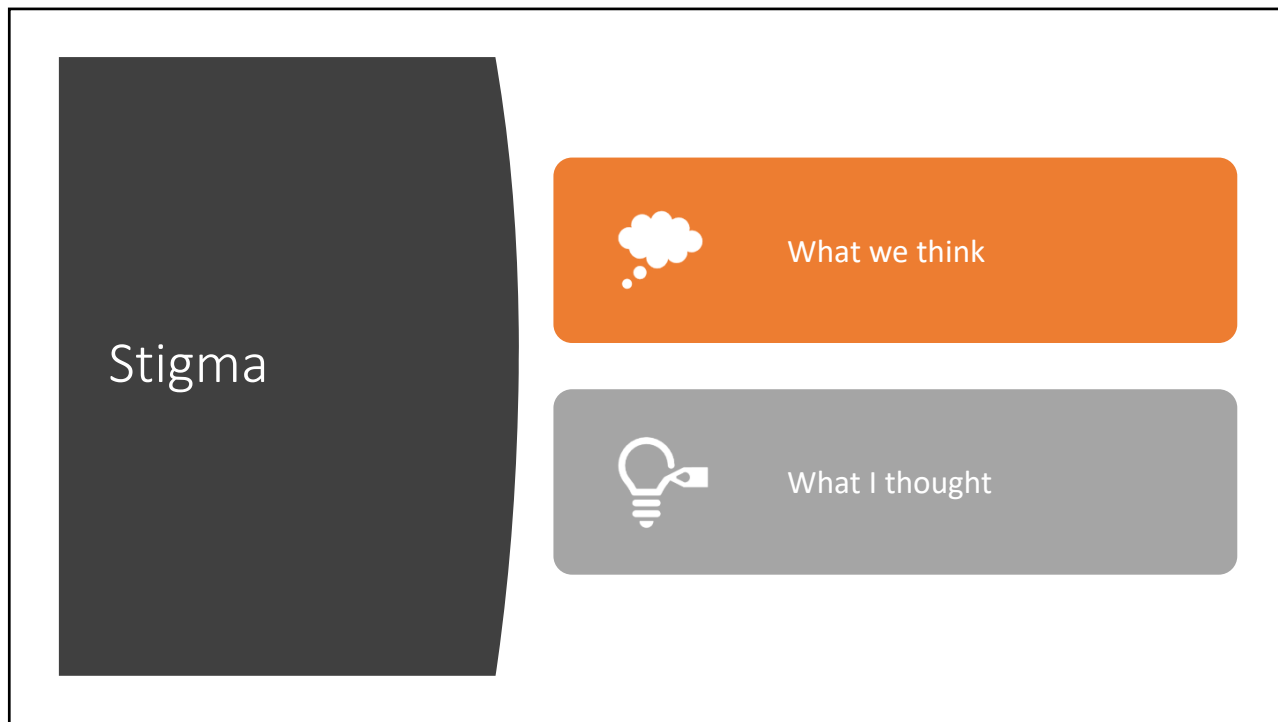


## About Indiana Workforce Recovery

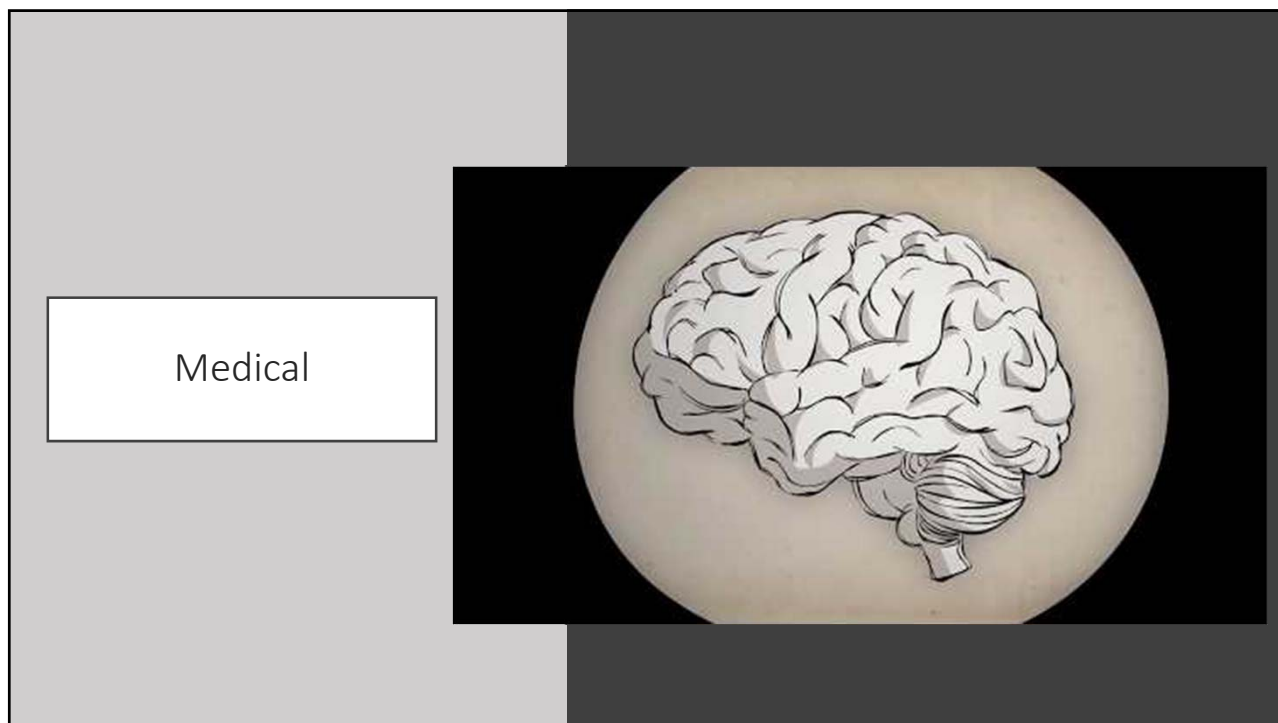
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## About Substance Use Disorder

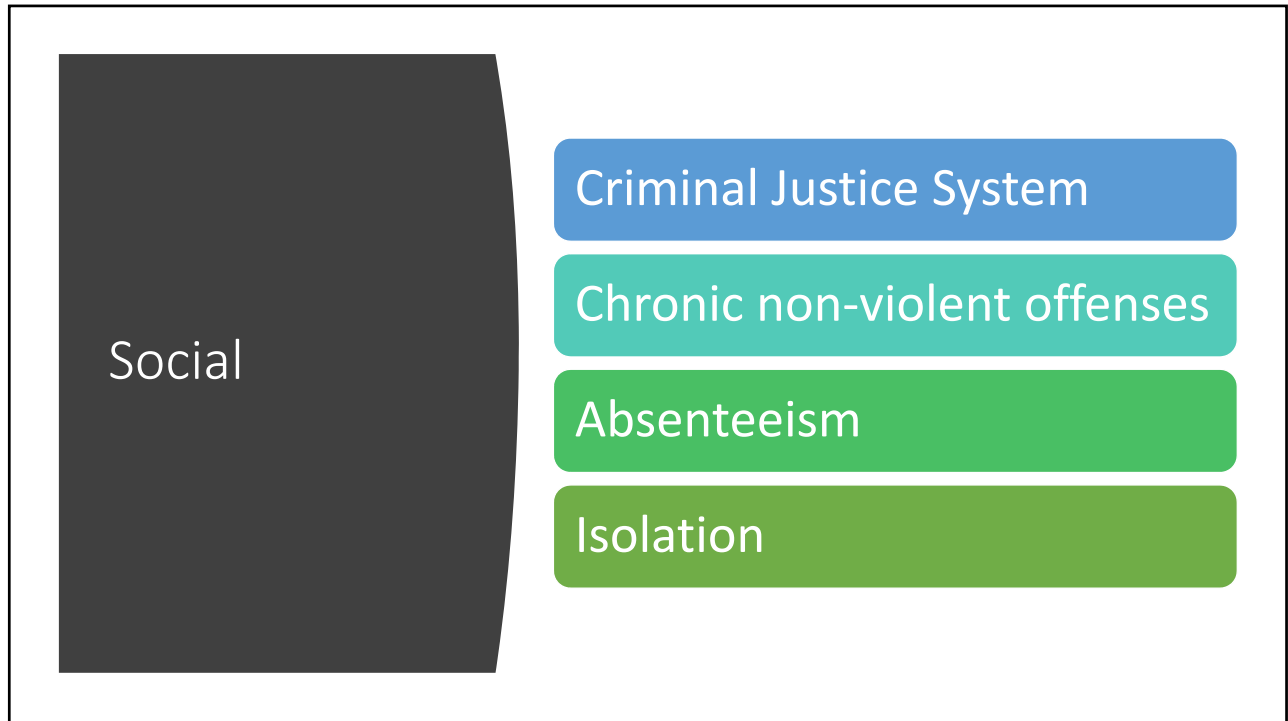
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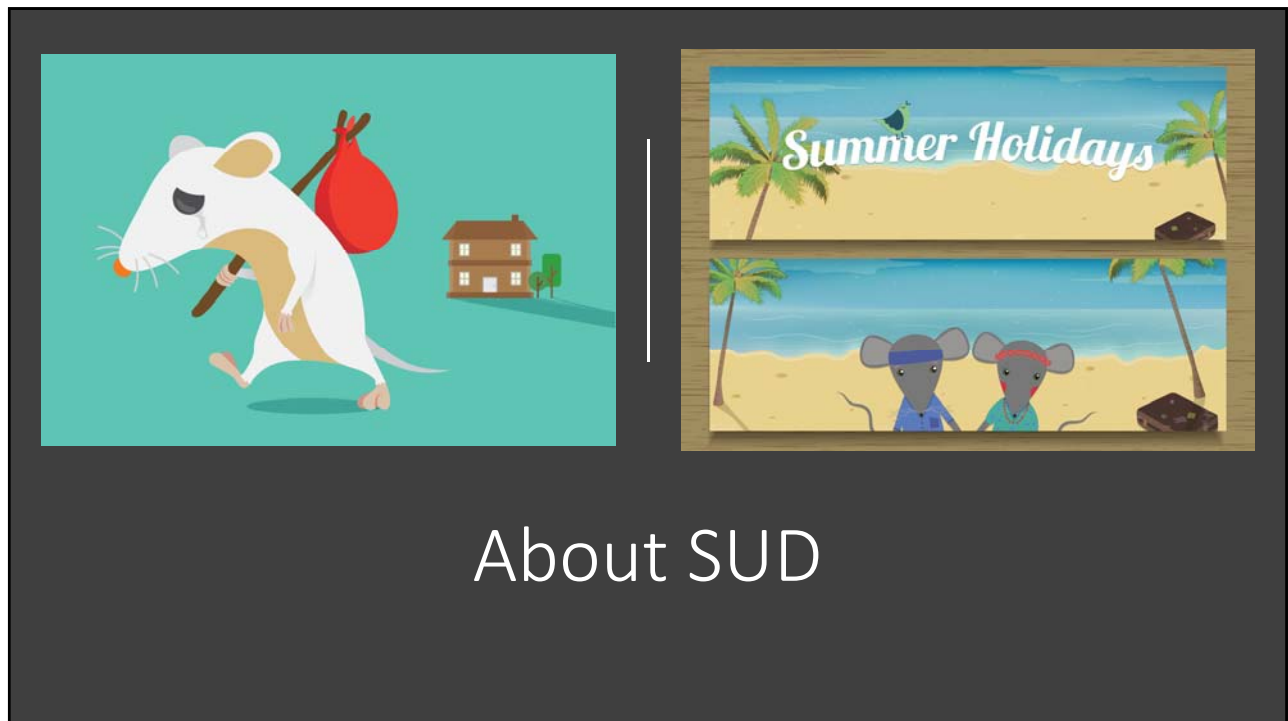
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## Learning from Rat Park

- Human society is not a utopia
- Stimulus
- Memory
- Trauma

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What do you view as the  
biggest barriers for job  
seekers?

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## What we hear from job seekers

- Anecdotal feedback from individuals in recovery

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## Demographics

\*Indiana Statistics  
SOURCE: Center for Behavioral Health Statistics and Quality,  
Substance Abuse and Mental Health Services Administration,  
Treatment Episode Data Set (TEDS). Data received through  
03.16.18.



12.2% alcohol only



17.4% alcohol primary + drug



51.7% drug only



18.2% drug primary + alcohol



41.8% employed



41.6% unemployed

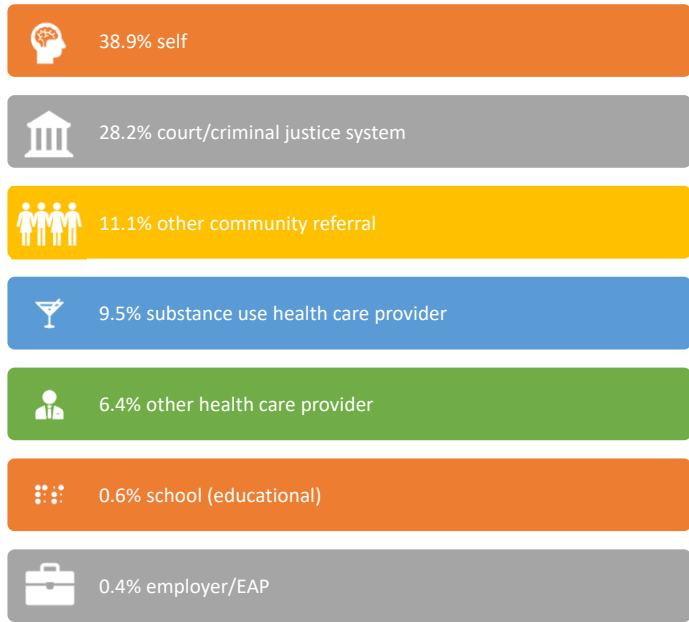


16.7% not in labor force

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# Demographics - Referral Source

\*National Statistics  
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Substance Abuse and Mental Health Services Administration,  
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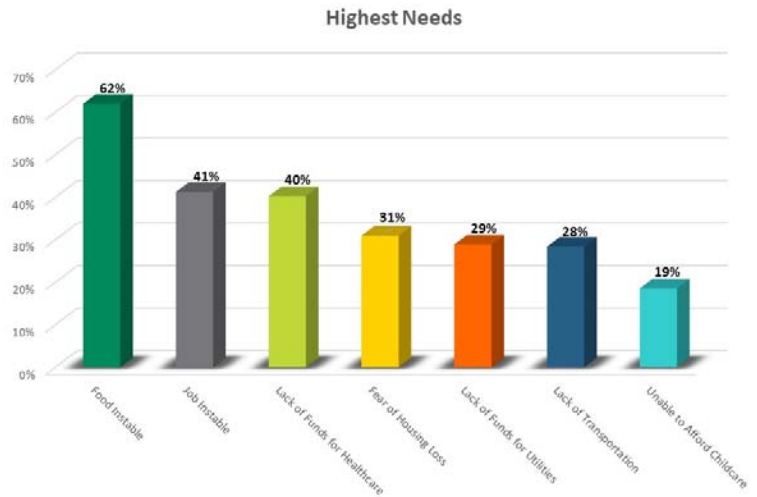


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# The struggle is real

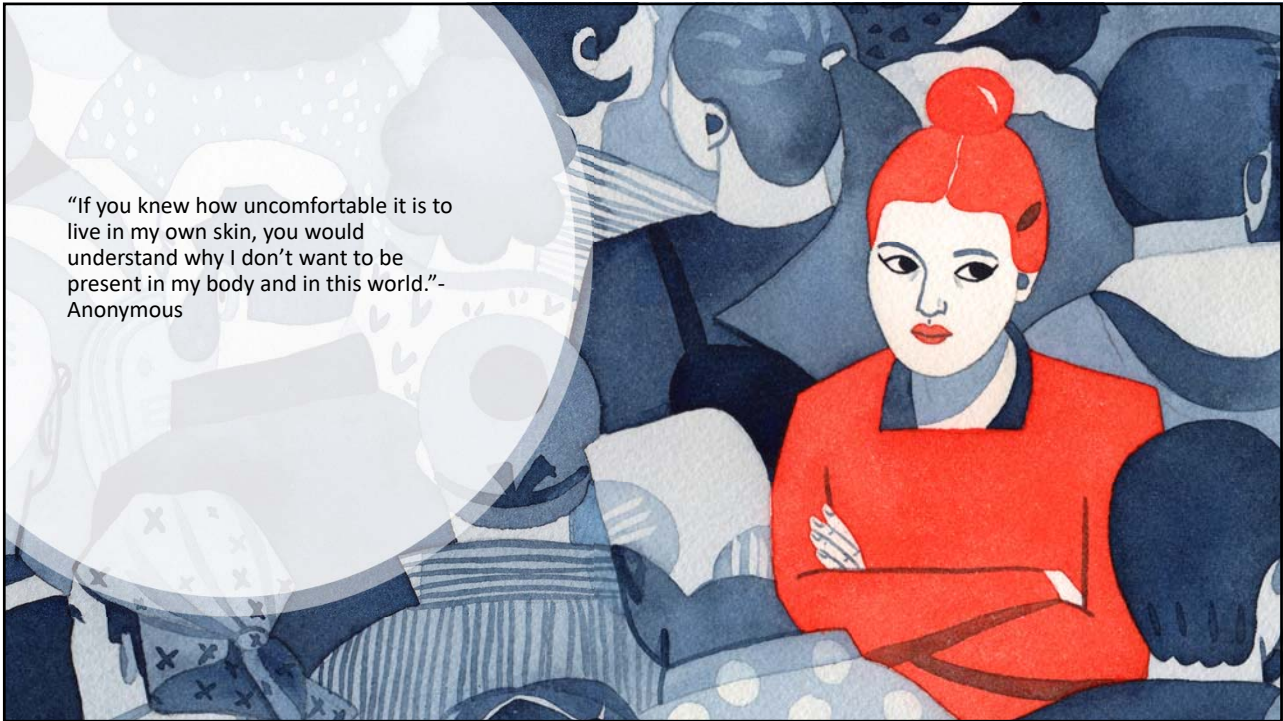
Survey of individuals receiving  
services through IN Family &  
Social Services Administration  
(IN FSSA) – 1.5 Million Hoosiers

SOURCE: Indiana Office of Healthy Opportunities, Indiana Family  
and Social Services Administration 03.28.19








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## The Employer Role

-  Americans with Disabilities Act
-  Disability or paid leave
-  Indiana Workforce Recovery guidelines & video toolkit
-  Be equipped for intervention
-  Family Medical Leave Act
-  EAP programs
-  Transparent and consistent policies
-  Lift the bottom

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## Reasons people want and need treatment but do not go

39.7% - Not ready to stop using

30.3% - No health care coverage and could not afford cost

20.5% - might have a negative effect on job

17.2% - might cause neighbors or community to have negative opinion

10.9% - Did not know where to go for treatment

9% - Did not find program that offered type of treatment that was wanted

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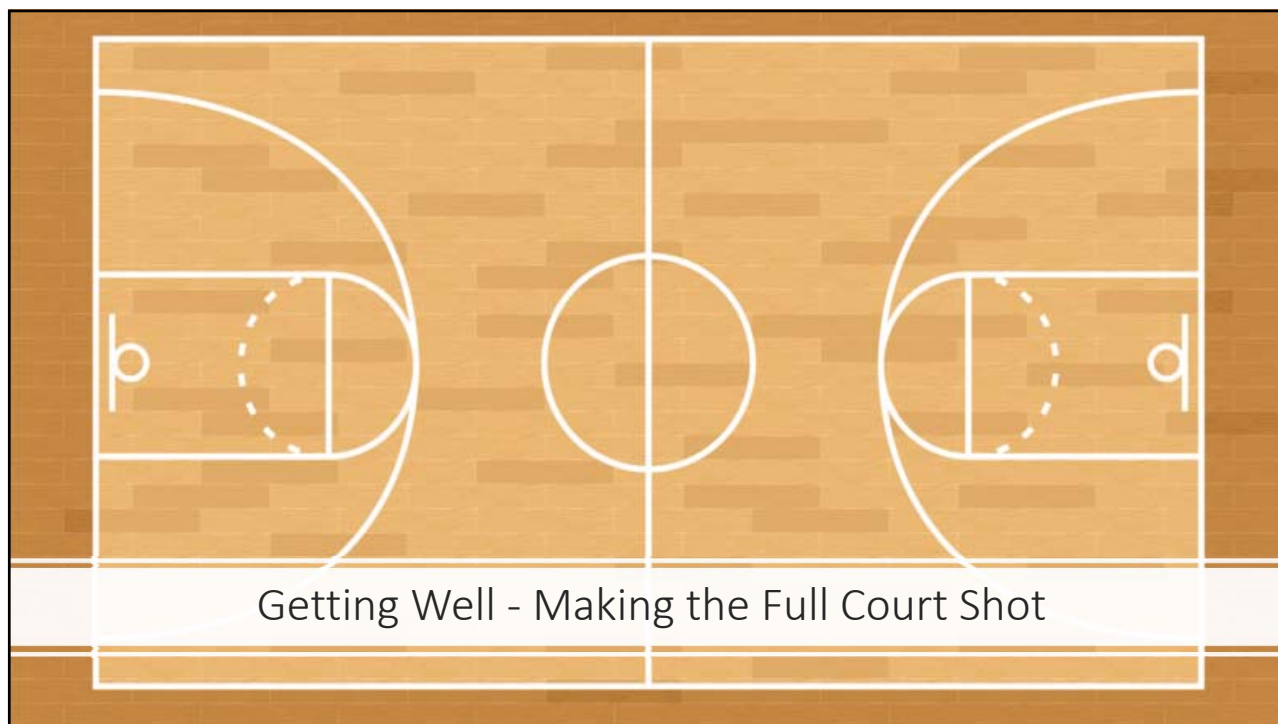
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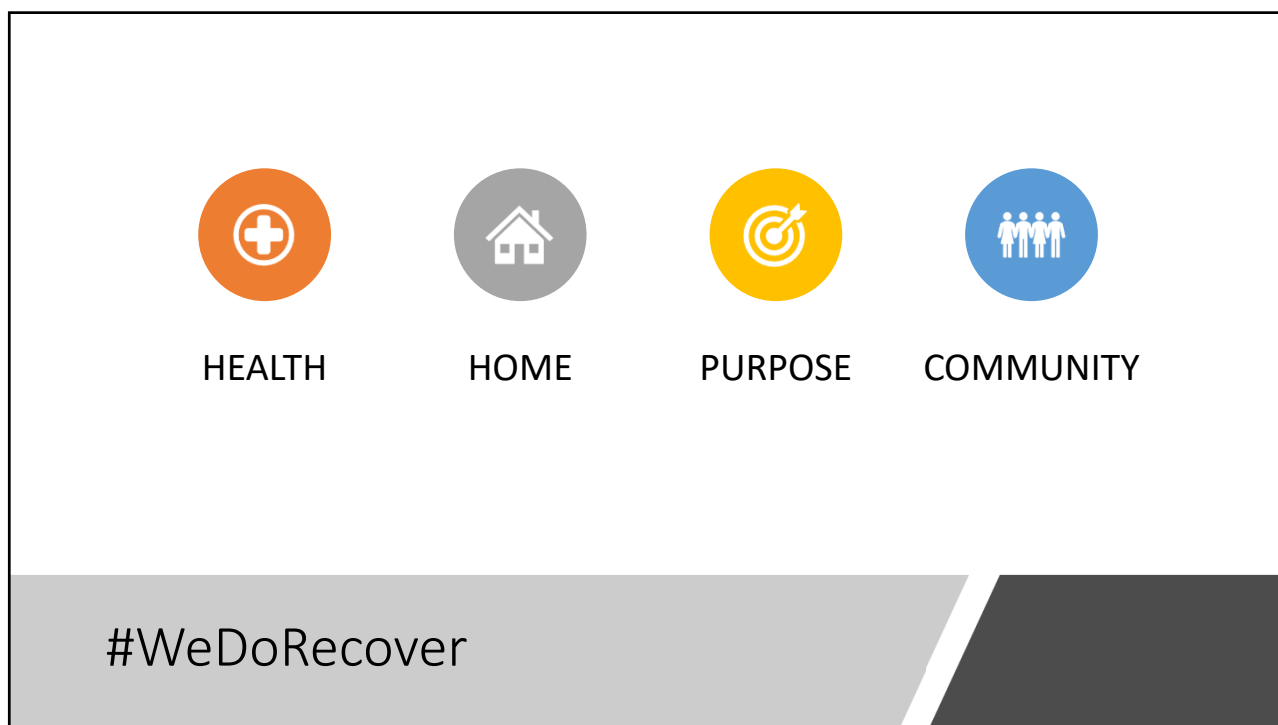
9% - Did not find program that offered type of treatment that was wanted

SOURCE: SAMHSA, National Survey on Drug Use and Health

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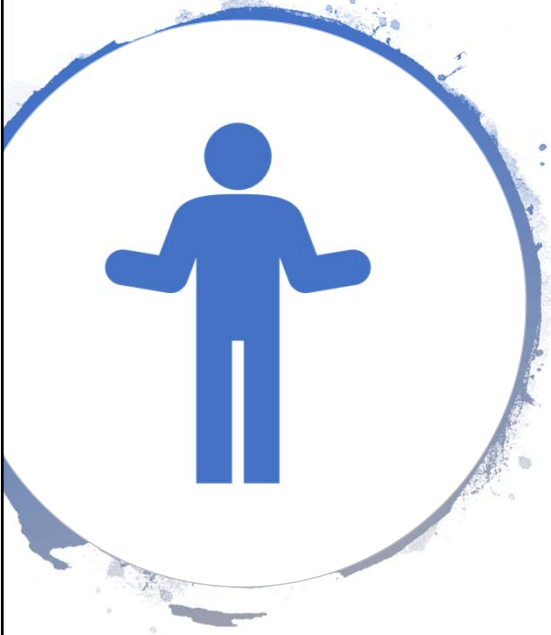


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Unique dynamics

- ADA – reasonable accommodation
- Meeting attendance
- Medication assisted treatment
- Relapse
- Policies

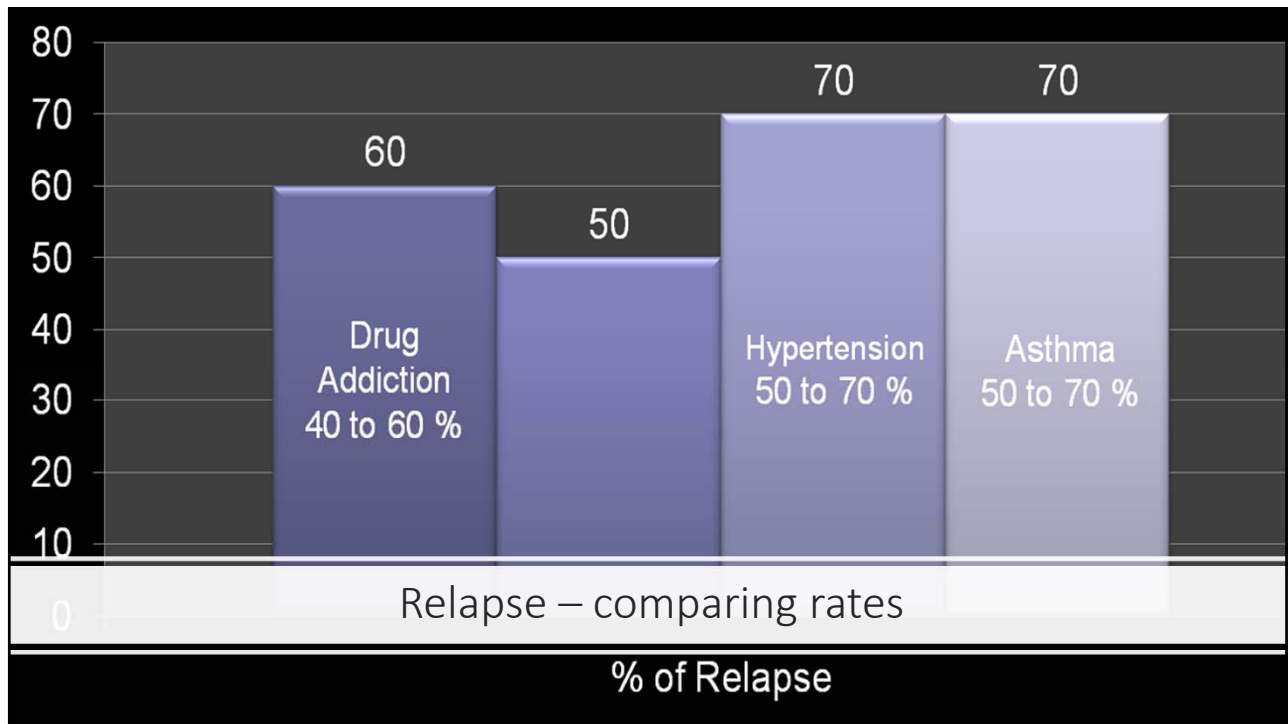
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## Relapse = Failure?

- What happens when we fail?
- What does failure look like?
- How do we define failure?

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Relapse=Failure?

Perspectives

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## Relapse = Failure? Best Practices

- 1 Consider stigma/bias
- 2 Have a plan
- 3 Be transparent
- 4 Build policies that encourage early intervention
- 5 Mitigate risk
- 6 Hold individuals accountable

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28.5 million Americans in long-term recovery

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The logo for Indiana Workforce Recovery is enclosed in a circular frame with a blue, splattered border. The text "INDIANA" is in yellow, "WORKFORCE" is in dark blue, and "RECOVERY" is in green. A dark blue silhouette of the state of Indiana is positioned to the right of the text, with a yellow and orange swoosh underneath it.

Questions?

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